

ANNOUNCEMENTS

ACAD RESEARCH ETHICS WEEK

November 3rd to 7th

ACAD and ACADFA are proud to present Research Ethics Week. All events will be held in ACAD 371, are FREE and open to everyone in the Alberta College of Art + Design community.

**Questions? Contact Diana Sherlock, Faculty, and Research Ethics Symposium Coordinator**

The goal of the Alberta College of Art + Design's Research Ethics Week is to get people thinking deeply about what kind of research culture we have, and want to have, at ACAD, and to discuss what we need to do to foster this, including ethical practices. Three related topic areas were chosen to guide the shape and content for the week:

**Research Ethics, Artistic Research and Academic Freedom.**

Rodney Latourelle's The Stepped Form will be installed in 371 and will set the stage for all events and discussions.

In addition to the schedule below, the Library will be featuring related resources on their website and on their shelves during the week. There will also be screenings of related library materials in the off hours of the week. These off hours can also be used to accommodate other contributions that might come forth at the last minute in response to the other presentations.

What results from this Research Ethics Week, will further inform presentations to be included in the March symposium, which will be public and involve more external speakers.

Please join us to participate in this exciting schedule of events.

ALBERTA COLLEGES & INSTITUTES FACULTY ASSOCIATIONS

ACIFA Teaching and Learning Award

ACIFA will award up to two grants of \$1,000 each annually for research projects related to improving teaching and learning conducted by members of ACIFA.

Applicants submit their proposal directly to the ACIFA office by November 15, 2014

Applications are judged by a sub-committee of the ACIFA Professional Affairs Committee.

The award is funded by The Alberta Public Post-Secondary Education Trust Fund.

ACIFA 2014 Award for Innovation in Teaching

ACADFA is now accepting nominations for the Alberta Colleges and Institutes Faculty Association's 2015 Award for Innovation in Teaching.

The successful recipient of this award receives \$1500 and ACADFA receives \$500.

The deadline for submitting nominations to the ACIFA office is February 13, 2015.

Please contact the ACADFA office if you have any questions about the award.

PLEASE CHECK THE ACIFA WEBSITE FOR FURTHER INFORMATION

<http://www.acifa.ca/>

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN AVAILABLE ONLINE

<http://www.caut.ca/>

THE FOLLOWING REPORTS WERE PRESENTED AT THE ACADFA EXECUTIVE MEETING OCTOBER 22, 2014

President's Report - Alex Link

I attended ACIFA Presidents' Council on Saturday October 18. I was able to discuss our concerns regarding rank and ratio informally, particularly with our Labour Relations Officer (LRO). As usual, the conversation over the course of the day was wide-ranging. However, some significant points from the discussion worth capturing include:

- CACA's concern that we now have our 5th Advanced Ed. Minister in 4 years
- ACIFA PAC's concern that emergence in a collective position paper, that an outcomes-driven evaluation of academic institutions compromises academic freedom and is, more generally, a short-sighted and instrumental approach to learning
- difficulties some institutions are having with the withdrawal of benefits, and pension, LTD and group life contributions to employees over seventy, because the employer's carrier plan doesn't allow for it.
- ACIFA confirmed it had already agreed to pledge funds to the Academic Freedom and Research Ethics event to take place in March. The specific amount will be confirmed shortly.

I have not yet met with our new Board Chair, but it's my understanding an informal meet is being arranged.

I met with the College President, along with the AVPRAA, HR Director, and ACADFA Grievance Chair to discuss ratio, and proposed LoU language that would more explicitly commit the college to timely action in hiring to meet the ratio. I have been told that we expect to post eleven positions within the next few weeks. It's my understanding that positions will be posted once a request from SVD comes through and once rank is a little more clearly outlined.

I met with the Grievance Chair and HR director on October 17th to further discuss rank and ratio. With regard to ratio, we agreed, informally that an LoU that committed the college to posting positions meet ratio within a year of our falling below it, combined with a ratio calculation formula that more accurately reflects how we actually do calculate it, might be acceptable to both parties.

I met with the AVPRAA to further discuss matters concerning ratio, technicians' role in ensuring safety, rank, and also to discuss the potential contractual implications of moving to a trimester system. For the moment, it will be treated as optional additional workload for permanent faculty.

I continue to be a part of the Academic Planning Group, and am chairing the Delivery and Sustainability working group. The APG's ultimate goal is to present a list of proposals for further exploration to Council by December 5.

I met with the Sessional Rep, Chair CCS, AVPRAA, and Manager RAA, to draft LoU language with regard to the introduction of rank or titling into the collective agreement. The resulting language was circulated to executive and senior administrative offices such as that of the President for comment, and discussion continues. For me, two key concerns in this LoU are ensuring we create mechanisms that allow us to hire permanent faculty who may not have terminal degrees, and that allow us to recognize professional practice as degree-equivalent.

The Grievance Chair and I met with the HR director on October 17 to further discuss rank. It was a lengthy and wide-ranging discussion.

We were asked to reconsider titling as it applies to sessional faculty, given that "adjunct" as we initially suggested it doesn't make sense in a Canadian context. We rejected "lecturer" as inaccurate, and settled on Instructor. This titling makes sense, insofar as one of rank's primary purposes is to make us legible to accrediting bodies, and these bodies are almost exclusively interested in faculty to whom the institution has made a commitment by way of permanent employment. Meeting the ratio, then, will only help us paint a more accurate picture of ourselves.

Also, we spent a fair amount of time discussing the manner in which rank would accurately reflect our curriculum, which is, loosely put, a hybrid of academic and applied content. Therefore, rank should reflect our curriculum and values, not imply a redirection of it. To this end, a system of rank should also account for the number of faculty whose professional experience serves in lieu of formal accreditation. We agreed to develop a process by which terminal-degree-equivalency can be measured and upgraded, and how it might be done so quickly and efficiently in the context of the hiring process, during which questions of equivalency are likely to arise. Further to this end, we agreed that clarity and improve a system by which rank promotion is evaluated.

I attended an Academic Freedom Event in Saskatoon on October 1 as the ACIFA delegate. My report submitted to ACIFA is attached.

The college has drafted an LoU creating Limited Term Appointments (LTAs) which, currently we don't have. Such positions seem useful, particularly when, say, creating short-term non-teaching faculty positions in the case of maternity leaves and so on. We responded to the draft with suggested amendments aimed at preventing abuse, all of which were adopted.

Tomorrow (Oct. 23), I will attend a meeting that will begin to think through how we manage graduate teaching workload in the context of the collective agreement.

Report from the University of Saskatchewan Academic Freedom Event Saskatoon, October 1 2014

ACAD was asked to send a delegate to this event. My thanks to ACIFA President Doug Short for thinking of us.

The trigger for this event was the firing of a Dean and his having been stripped of tenure this year—in the wake of which both the President and Provost were fired—and also the President's veto of a tenure recommendation in 2009. An arbitrator found in favour of the faculty association in that matter, but the university filed an appeal with the Saskatchewan Court of Appeal on October 15.

This event entailed presentations by Jim Turk, former Executive Director of CAUT; and Rudy Fitchensbaum, President of the American AUT; as well as a panel discussion, dinner, and award presentation. My flight and teaching schedule did not allow me to stay for Fitchensbaum's address or, tragically, for dinner.

The introductory remarks concerned a manifesto on Academic Freedom produced by a large group of past recipients of the 3M teaching award (but separately from the 3M foundation) based on the University of Toronto's own mission statement which they feel approaches the ideal, even if it isn't honoured at U of T.

Jim Turk's presentation and the following panel discussion were helpful, even though much of the ensuing discussion concerned the U of S internal climate, specifically.

The panel discussions were often very case-specific and didn't produce much by way of extrapolatable principles beyond what was expressed in Jim Turk's remarks. One interesting idea to emerge from it, though, was Carolyn Sale's argument that academic freedom ought to extend to and include all members of the institutional community, including senior administration, in opposition to what is currently the principle of a "cabinet" speaking with a unified voice. I would only add, from an Alberta perspective, that administrative freedom of opinion is stifled in what is effectively a single party system such as ours, in conversations between government and the institution. So long as the PCs remain unthreatened, a school challenges them at their peril.

Key points that emerged from Turk's presentation include:

The danger to academic freedom posed:

- by the emphasis on teaching over research in academic job evaluations and descriptions
- by the erosion of collegial governance in place of corporate models increasingly remote from learning
- the erosion of permanent faculty positions in place of sessional faculty who do not have job security; there is no current data for Canadian national sessional/permanent proportions in postsecondary
- attempts to redefine academic freedom to exclude intramural critique and external critique (i.e. you can teach and research what you want, but can't be free to voice internal opinion or an opinion on matters outside the institution). Most notably, AUCC's redefinition of Academic Freedom makes no mention of intramural critique or external opinion, and in a recent editorial in *The Globe & Mail* the President of the University of Alberta also denied that academic freedom extended to these arenas.
- the introduction at some institutions of "post-tenure review"
- Codes of Conduct that use vague language to attempt to "legislate civility"
- inappropriate collaborations with industry that can skew, muzzle, or direct/stifle research; Canadian data on such agreements is difficult to obtain because they must go through a FOIP process
- an emphasis on brand protection that doesn't recognize academic freedom and collegial governance as a vital part of that brand; Carleton University, for example, has issued vaguely worded guidelines around protecting the institution's reputation on social media
- the failure of some institutions to recognize that, unlike other workplaces, all documents produced by faculty are faculty Intellectual Property, to which the institution has no rights. The only exception is documents produced in an administrative capacity.

Protecting academic freedom entails:

- most importantly: Academic Freedom language within a collective agreement, given that, unlike Americans, Canadians can't point to the equivalent of First Amendment Rights
- maintaining a high ratio of permanent faculty, who have job security
- actively exercising academic freedom by engaging in potentially controversial research rather than playing things safe so as not to cause trouble

Case Studies presented:

Ken Luckhurst was banned from Ryerson Campus for writing privately to his supervisor to recommend against appointing certain individuals to a chair position.

In the U.S. an individual had a job offer withdrawn from U. Illinois Urbana-Champaign because of political opinions expressed on twitter.

That's all.

NAC Chair – Chris Frey

Good news. The proposed Collective Agreement was approved by the Board of Governors on September 20. The new salary and benefit changes will be reflected on October 15 pay cheques and will be retroactive to July 1, 2014.

My intention to balance a public study of the CA, open to all curious/interested members of the college (including faculty, staff, and informals) continues to evolve as an idea but not as an action item. Time is an issue; however, the proposed informal forum might assist development of ACADFA's involvement with the symposium (Diana) since Academic and Artistic Freedom is an article (#26) in the CA.

I attended Joint Council (Sept.23) and heard and contributed to discussions on Ratio, Rank, Off-campus Insurance, and Academic Administrators LOU. I've reminded the HR Director of agreement expressed at JC to have interviews with the 4 Chairs and possibly the other two sessional faculty (Vice-President, Research + Academic Affairs, and Associate Vice-President, Academics and Instructional Affairs) to present their thoughts based on experience for consideration in the new LOU. An interview with FA might be useful since it also may have thoughts on what did and didn't work with the initial LOU.

I wonder if the college's application to the provincial funding program for Market Mitigation of Tuition for 2015 is partly motivated by the increase in faculty salaries. Thinking about tuition reminds me that AC passed a motion to offer full or partial tuition reimbursement to faculty and staff of the college. A bargaining item next time around, perhaps.

I support the draft letter of understanding for Limited Term Appointments, in light of recent email correspondence between the ACADFA President and ACADFA Academic Council Rep that makes clear final decisions on LTAs requires consultation and agreement between ACADFA and Administration.

Sessional Representative – Diana Sherlock ACADFA Sessional Report

September 23 - Attended the Joint Consultation session, at which we discussed:

- Rank
- Ratio
- Off campus insurance process, coverage and forms
- Academic Administrators LOU

October 6 - Attended a Rank LOU discussion and drafting session that significantly revised the original Rank LOU draft of March 17th 2014. Sessionals were invited to participate in these discussions as of September 24th 2014. It would be important for this draft document be shared with the broader faculty before signing, as it sets a direction for the College, which although it may not be fully adopted in its current proposed form, will undoubtedly influence future planning, policies and procedures at the College that will impact all faculty and the culture of the art college.

I have received some concerns from faculty who are unclear about what these impacts might be, particularly for sessionals, but who are also worried about voicing their opinions as rank; an issue they see as a very "contentious" at the College.

October 6 - As the Research Ethics Symposium Coordinator, I am thrilled that ACADFA has agreed to partner with ACADFA on the November and March events, taking a lead on the topic of Academic Freedom. Thank you ACADFA. And members if you have thoughts and want to get involved, please contact me.

October 10 - It was great to see the faculty presentations about their recent research and projects in the SPLT on Friday. Thank you to all the presenters and organizers.

A lot is going on at the College these days and we all have extremely busy professional lives, but I would like to stress how important it is to raise the level of Faculty, and particularly Sessional, involvement in ACADFA affairs.

FPAC Rep – Tyler Rock

The FPAC committee met on Wednesday Oct 1st to review FPAC funding applications, and to sit as members of the newly formed Professional Affairs committee.

Faculty Professional Affairs Committee

In the inaugural Professional Affairs committee meeting Ben Fullalove, the committee chair, provided terms of reference for the committee. He noted that one of our duties will be to establish criteria for funding opportunities for faculty research as the admin moves ahead with consolidating funding for research from a variety of sources within the college.

Kara Terson, the Director of Philanthropy, discussed her interest in sitting on the committee as a non-voting member. She stated her interest in the committee was to hear about faculty research initiatives, a means to generate links between faculty research, and the college goal of generating funding opportunities.

The principle business that occurred in the meeting was the review of funding for a current research project being conducted for which the project parameters had shifted. It was determined that the project needed to have the terms of reference revised to reflect the nature of the shifts in dissemination outcomes and the changes in collaborative partners before any additional funding would be released. It was the opinion of the committee that clear guiding principles and procedures for reporting are needed for Professional Research Funding opportunities such as the Scholarly Research and Creativity initiative. It was suggested that procedures could be in keeping with the newly revised FPAC guidelines.

FPAC

The FPAC committee reviewed eight applications for this current application cycle (Oct 15th 2014 through Feb 14th 2015) and one revised application from the previous funding cycle. All eight of the current applications were found to be complete and funding was awarded to all eight applicants. The application from the previous cycle, for which funds have already been granted, was supported in principle but revisions were requested.

The chair of the FPAC committee Ben Fullalove confirmed that for the next three years administration has confirmed funding of \$40,000.00 to \$45,000.00 for FPAC. The issue of unused sabbatical funds funding FPAC was brought forward and it was confirmed that the use of these funds to support FPAC is at issue. ACADFA will need to discuss this and decide a course of action as we move forward.

Newsletter Editor – John Calvelli

I think we are in good shape on this issue of the Newsletter. Unfortunately, I haven't been able to do any preliminary editing, as I am still catching up on my midterm grading. I am (I hope) almost there.

Academic Council Rep – Justin Waddell

October 1st 2014

Chris Frey appointed AC Chair by President Dr. Daniel Doz and Natali Rodrigues elected by AC Faculty Representatives as Vice Chair for 2014-15 Academic Year. Mireille Perron graciously accepted an appointment as the Faculty Representative to the Academic Council Agenda Committee for 2014-15.

There was one motion on the agenda, "Academic Council Constitution and Bylaws Review: that Academic Council approve the AC Agenda Committee's striking of an ad hoc committee to review the Academic Council Constitution and Bylaws and recommend changes if necessary." The motion was approved.

Upcoming AC meetings (Wednesdays, 5-7pm in the Boardroom):

November 26th 2014

February 11th 2015

April 8th 2015

VP/Treasurer – Mitch Kern

CODE	DESCRIPTION	2014/15 YTD	2014/15 PROJECTED	2013/14 ACTUALS
1030	Royal Bank Balance October 2, 2014	\$ 7,127.06	\$ 1,600.00	\$ 15,819.44
1050	Tangerine Balance September 30, 2014	\$ 49,592.84	\$ 70,000.00	\$ 55,382.05
1080	Scotia Macleod Balance September 30, 2014	\$ 232,834.00	\$ 230,000.00	\$ 229,000.00
1081	Scotia Macleod Cash September 30, 2014	\$ 31.98	\$ -	\$ 80.58
<b>TOTAL EQUITY</b>		<b>\$ 289,585.88</b>	<b>\$ 310,000.00</b>	<b>\$ 300,182.09</b>
<b>REVENUE</b>				
4210	Membership Dues	\$ 21,085.95	\$ 70,000.00	\$ 71,292.49
4310	Interest on Reserves - Scotia Macleod	\$ 751.40	\$ 2,200.00	\$ 2,226.30
4315	Interest on Reserves - Tangerine	\$ 275.89	\$ 500.00	\$ 578.24
<b>TOTAL REVENUE</b>		<b>\$ 22,113.24</b>	<b>\$ 72,700.00</b>	<b>\$ 74,097.03</b>
<b>EXPENSES</b>				
5310	Executive Meetings	\$ 174.29	\$ 1,600.00	\$ 1,883.23
5320	General Meetings	\$ 210.03	\$ 800.00	\$ 821.74
5330	Conferences/Workshops	\$ 2,782.22	\$ 7,500.00	\$ 7,597.76
5340	Hospitality	\$ 851.86	\$ 1,500.00	\$ 952.72
5345	Costs	\$ 127.04	\$ 500.00	\$ 319.20
5350	Donations	\$ -	\$ 1,200.00	\$ -
5410	NAC/Joint Consultation Meetings	\$ 431.81	\$ 700.00	\$ 995.27
5655	NAC Labour Relations Officer	\$ -	\$ 500.00	\$ 854.25
5430	NAC Arbitration	\$ -	\$ 2,000.00	\$ 222.98
	NAC Printing	\$ -	\$ 450.00	\$ -
5660	Accounting Advice	\$ -	\$ 200.00	\$ 70.36
5450	Grievance Legal Advice	\$ -	\$ -	\$ 809.39
5480	NAC Deloaks	\$ -	\$ 25,000.00	\$ -
5410	ACIFA - Dues	\$ 10,900.00	\$ 3,000.00	\$ 14,230.00
5530	CAUT	\$ -	\$ 3,000.00	\$ 2,928.35
5600	Revenue Canada	\$ 2,807.66	\$ 7,700.00	\$ 7,510.16
5610	Staff Wages Net	\$ 7,192.28	\$ 23,000.00	\$ 21,218.38
5630	Staff Benefits	\$ 2,941.96	\$ 6,000.00	\$ 5,619.85
5630	Staff Professional Development	\$ 1,069.61	\$ 2,000.00	\$ 1,870.17
5640	Office Supplies/Maintenance	\$ 275.61	\$ 500.00	\$ 1,081.18
5650	Software	\$ -	\$ 500.00	\$ -
5660	Phone/Fax/Internet	\$ 785.31	\$ 1,000.00	\$ 2,289.99
5670	Postage/Courier	\$ -	\$ 100.00	\$ 5.07
5690	Bank Charges RBC	\$ 30.00	\$ 120.00	\$ 132.44
5700	Retirements	\$ -	\$ 1,000.00	\$ 908.39
5710	Insurance	\$ 658.00	\$ 650.00	\$ 643.00
5720	Newsletter Production	\$ -	\$ 2,000.00	\$ 1,748.16
5750	Capital Asset Purchases	\$ -	\$ 500.00	\$ -
5740	Interest - SC RBC Visa	\$ 25.00	\$ 50.00	\$ (2.37)
5750	Website	\$ -	\$ 200.00	\$ 160.68
5850	Membership Initiative (Speakers, Panels, etc)	\$ -	\$ 6,000.00	\$ 5,000.00
<b>TOTAL EXPENSES</b>		<b>\$30,666.88</b>	<b>\$141,820.00</b>	<b>\$78,378.77</b>
<b>TOTAL REVENUE</b>		<b>\$ 22,113.24</b>	<b>\$ 72,700.00</b>	<b>\$ 74,097.03</b>
<b>TOTAL EXPENSES</b>		<b>\$ 30,666.88</b>	<b>\$ 141,820.00</b>	<b>\$ 78,888.13</b>
<b>Surplus/Deficit</b>		<b>\$ (6,623.44)</b>	<b>\$ (68,920.00)</b>	<b>\$ (4,791.10)</b>

SCOTIA MACLEOD INVESTMENTS

OCTOBER 22, 2014

Due CASH \$ 31.00

2014.11.11 Equitable Trust Annual Interest GIC 2.05% \$ 15,400.00

2015.03.15 Alberta Capital Bonds 5 Yr Fixed 3.3% \$ 20,212.00

2015.03.24 Cashable Annual GIC \$ 26,900.00

2015.11.23 Bank of Nova Scotia Annual Compound Interest GIC 2.25% \$ 32,394.00

2016.04.26 Manulife Trust Annual Compound Interest GIC 2.55% \$ 36,464.00

2016.12.20 Concentra Financial \$ 31,333.00

2017.06.20 HSBC Bank Canada Annual Interest GIC 2.6% \$ 28,900.00

2018.03.12 HSBC Bank Canada Annual Interest GIC 2.4% \$ 20,800.00

2018.10.10 Manulife Trust Annual Interest GIC 2.91% \$ 20,400.00

**TOTAL \$ 232,834.00**